Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Department of the Treasury (Aggregate)

For 4th Quarter 2020 for period ending September 30, 2020

This report is based on the Complaint Against hierarchy.

			Cor	nparat	ive Dat	a
Complaint Activity	Pr	evious :	Fiscal Y	Year Da	ata	2020Thru09-30
	2015	2016	2017	2018	2019	2020 1 Hru09-30
Number of Complaints Filed	396	409	372	449	397	336
Number of Complainants	374	380	351	412	363	318
Repeat Filers	16	23	18	32	28	13

Complaints by Pagis			Com	parati	ve Data	a
Complaints by Basis	Pre	vious l	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru09- 30
Race	176	155	170	177	151	138
Color	56	51	61	56	47	51
Religion	25	17	26	18	18	19
Reprisal	224	240	200	231	211	195
Sex	153	153	134	147	149	108

PDA	2	3	2	2	0	0
National Origin	48	43	42	54	47	42
Equal Pay Act	3	1	2	3	1	1
Age	126	126	114	102	118	105
Disability	140	155	141	177	152	140
Genetics	3	0	1	3	5	5
Non-EEO	26	30	20	27	34	18
Compleints by Issue		ı	Com	parati	ve Dat	a
Complaints by Issue	Pre	evious l	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru09- 30
Appointment/Hire	23	27	33	18	25	22
Assignment of Duties	55	50	61	80	40	26
Awards	11	6	16	8	7	7
Conversion to Full Time/Perm Status	0	1	1	1	2	1
Disciplinary Action						
Demotion	6	5	4	6	2	1
Reprimand	17	19	16	23	17	21
Suspension	16	25	19	25	12	11
Removal	6	6	4	3	6	9
Other (DO NOT USE)	0	14	26	18	14	0
Duty Hours	14	10	11	19	13	4
Perf. Eval./ Appraisal	87	86	81	96	71	50
Examination/Test	0	0	1	0	0	2
Harassment						
Non-Sexual	171	183	151	189	160	153
Sexual	14	9	12	12	15	9

Medical Examination		4	1	4	2	0	0
Pay including overtime		10	6	16	13	11	16
Promotion/Non-Selection		86	66	72	68	57	56
Reassignment							
Denied		6	7	6	4	4	2
Directed		11	16	5	15	16	7
Reasonable Accommodation Disability		54	58	53	71	55	47
Reinstatement		1	2	1	0	0	0
Religious Accommodation		0	1	0	1	0	0
Retirement		3	5	3	3	3	3
Sex-Stereotyping	ereotyping				1	1	0
Telework		0	11	14	11	20	8
Termination		16	28	28	40	27	22
Terms/Conditions of Employ	ment	82	61	62	78	59	43
Time and Attendance		65	61	58	63	62	40
Training		25	20	17	22	7	13
Other							
Equal Pay Act (DO NO	T USE)	0	2	5	0	0	0
User Defined - Other 2		0	0	0	0	0	0
User Defined - Other 3		0	0	0	0	0	0
User Defined - Other 4		0	0	0	0	0	0
			Con	npara	tive]	Data	
Processing Time	I	Previous	Fiscal	Year	Data	ı	2020Thru09-
	2015	2016	2017	20	18	2019	30
Complaints pending during f	iscal yea	r					
Average number of days in investigation	206.70	203.10	187.2	5 167	7.62	169.46	154.77

Average number of days in final action	32.9	91	39	9.20		33.8	6	36.	.08	33	.16	4	0.35	
Complaint pending during fi	scal y	ear	wh	ere h	ea	ring	was	s re	ques	ted				
Average number of days in investigation	210.	.54	21	0.16	1	91.2	22	167	.55	172	2.25	15	58.81	
Average number of days in final action	20.2	29	27	7.55		23.8	3	27.	46	29	.59	3	7.77	
Complaint pending during fi	scal y	ear	wh	ere h	ea	ring	was	s no	ot rec	ques	ted			
Average number of days in investigation	198.	.92	20	0.68	0.68 13		39	172.42		170).78	15	51.10	
Average number of days in final action	44.2	27	5	1.14	4	45.5	6	47.04 4			.45	43.93		
							Con	npa	rati	ve D	ata			
Complaints Dismissed b Agency	y	Previous Fiscal Year Data 2020Thru09												
rigency		20	15	201	6	20	17	20)18	20	19	30		
Total Complaints Dismissed Agency	by	5	5	58		4	7	4	51	5	3		35	
Average days pending prior dismissal	to	47	'.8	30.6	59	52.	.47	12:	5.86	55	.92	4	0.06	
Comp	laints	s W	itho	draw	n l	by (Com	pla	inar	ıts				
Total Complaints Withdrawn Complainants	ı by	2	2	32	,	2	1	23		3	80		39	
						(Com	ıpaı	rativ	e Da	ata			
		Previous Fiscal Year Data 2020Thru09-											Thru09-	
Total Final Agency Action	ıs												20	
Total Final Agency Action Finding Discrimination	Ĺ	201	5	2010	6	20	17	20	18	20	19		30	
				201 6	\dashv	20 #	17 %	2 ()18 %	20	19 %	#	%	
	:				\dashv				I		1	# 5		
Finding Discrimination		# 0 0		# 9/	6	#		#	I	#	1			

Findings of Discrimination												
Rendered by Basis]	Pre	eviou	ıs I	iscal	Ye	ar Da	ata		2020	Thru09-
Note: Complaints can be	20)15	20)16	2	017	2	018	20)19		30
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		8		8		5		11		5	
Race	1	25	1	13	1	13	1	20	7	64	2	40
Color	0	0	1	13	1	13	1	20	2	18	2	40
Religion	0	0	1	13	0	0	0	0	0	0	0	0
Reprisal	2	50	2	25	5	63	2	40	7	64	1	20
Sex	0	0	2	25	4	50	0	0	2	18	1	20
PDA	0	0	0	0	1	13	0	0	0	0	0	0
National Origin	0	0	1	13	0	0	0	0	0	0	2	40
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	13	0	0	0	0	3	27	0	0
Disability	3	75	3	38	6	75	4	80	4	36	3	60
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	1	20
Findings After Hearing	0		2		1		1		10		1	
Race	0	0	1	50	0	0	0	0	7	70	1	100
Color	0	0	1	50	0	0	0	0	2	20	1	100
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	1	100	6	60	0	0
Sex	0	0	0	0	0	0	0	0	2	20	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	1	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Age	0	0	1	50	0	0	0	0	3	30	0	0
Disability	0	0	1	50	1	100	0	0	4	40	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	4		6		7		4		1		4	
Race	1	25	0	0	1	14	1	25	0	0	1	25
Color	0	0	0	0	1	14	1	25	0	0	1	25
Religion	0	0	1	17	0	0	0	0	0	0	0	0
Reprisal	2	50	2	33	4	57	1	25	1	100	1	25
Sex	0	0	2	33	4	57	0	0	0	0	1	25
PDA	0	0	0	0	1	14	0	0	0	0	0	0
National Origin	0	0	1	17	0	0	0	0	0	0	1	25
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	3	75	2	33	5	71	4	100	0	0	3	75
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	1	25
						Con	ıpa	rativ	e Da	ıta		
Findings of Discrimination]	Pre	viou	ıs F	iscal	Ye	ar Da	ıta		2020	Thru09-
Rendered by Issue	20	15	20	16	20	017	20	018	20	19		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		8		8		5		11		5	
Appointment/Hire	0	0	1	13	0	0	0	0	1	9	0	0
Assignment of Duties	0	0	1	13	0	0	0	0	1	9	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												

Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	1	9	1	20
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	3	75	1	13	2	25	1	20	4	36	3	60
Sexual	0	0	2	25	2	25	0	0	0	0	0	0
Medical Examination	1	25	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	13	0	0	0	0	5	45	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	13	5	63	3	60	1	9	2	40
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	1	20
Termination	0	0	0	0	1	13	0	0	0	0	1	20
Terms/Conditions of Employment	0	0	0	0	1	13	0	0	2	18	0	0
Time and Attendance	1	25	1	13	0	0	1	20	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0

Other - User Define												
Equal Pay Act (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		2		1		1		10		1	
Appointment/Hire	0	0	0	0	0	0	0	0	1	10	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	10	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action										-		
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	1	10	1	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	1	100	4	40	1	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	50	0	0	0	0	5	50	0	0
Reassignment												

Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	50	0	0	0	0	1	10	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	100	0	0	1	10	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Equal Pay Act (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	4		6		7		4		1		4	
Appointment/Hire	0	0	1	17	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	17	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0

Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment						-						
Non-Sexual	3	75	1	17	2	29	0	0	0	0	2	50
Sexual	0	0	2	33	2	29	0	0	0	0	0	0
Medical Examination	1	25	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	5	71	3	75	0	0	2	50
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	1	25
Termination	0	0	0	0	1	14	0	0	0	0	1	25
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	100	0	0
Time and Attendance	1	25	1	17	0	0	1	25	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												

Equal Pay Act (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed	l in	l		Duo	vio	na I	Cor Fiscal			ve Dat		
Previous Fiscal Years by S	tatı	ıs									2020	Thru09- 30
			20)15	20	10	2017	20	18	2019		
Total complaints from previou Fiscal Years	rom previous			78	416		411	39	91	329	267	
Total Complainants			3	22	34	18	354	34	14	312		235
Number complaints pending												
Investigation				3		1	1	1	L	0		0
ROI issued, pending Complainant's action				0	()	0	()	0		0
Hearing			3	59	40)5	401	38	32	300		240
Final Agency Action]	13	11		9	8	3	30		26
							Coı	npai	ati	ve Dat	a	
Complaint Investigation	ıs		Previous Fiscal Year Data 2020Thru							Thru09-		
			20)15	20	16	2017	20	18	2019		30
Pending Complaints Where Investigations Exceed Require Time Frames	Investigations Exceed Required			18	6	5	3	()	0		0